



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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To enrich lives through effective and caring service

MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 14, 2003

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **STATUS OF WORKFORCE REDUCTION PLANS**

Attached is updated information relating to County departments that have implemented or are currently implementing Workforce Reduction Plans.

Department of Health Services (DHS)

A reemployment list has been established and we are working with County departments to reemploy or restore DHS employees who were laid off or reduced. Also, we are conducting a review of the process to identify and implement enhancements in preparation for future workforce reductions.

Parks and Recreation

Effective August 31, 2003, the department plans to implement previously approved workforce reduction actions that had been postponed from June 30, 2003. This includes the layoff of 11 permanent employees and the release of 14 temporary employees.

Child Support Services

Effective July 31, 2003, 15 permanent employees were reduced and 16 permanent employees were laid off. On June 30, 2003, 109 temporary employees were released from County service. These final impact numbers are notably lower than numbers approved in the Workforce Reduction Plan. This is the result of several budget adjustments that were approved after the proposed Plan had been submitted and approved. Additionally, some attorney positions are being funded for FY03-04 through salary savings attributable to attorney participation in an extensive Enhanced Voluntary Time Off (EVTO) commitment.

Each Supervisor
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Reemployment List

The names of permanent County employees who have been laid off or reduced will be placed on a reemployment list and departments will be required to fill vacancies from this list in accordance with Civil Service Rule 19.08. We will continue to monitor hiring activities of the departments to ensure compliance with these provisions.

If you have any questions, please call me, or your staff may contact Susan Toy Stern, Chief Deputy, at (213) 974-2631.

MJH:STS
SKT:SM

Attachment

c: Department Heads
Administrative Deputies
Personnel Officers

DEPARTMENT OF HUMAN RESOURCES
STATUS OF COUNTYWIDE WORKFORCE REDUCTION PLANS

ATTACHMENT

Status Report: August 14, 2003

WORKFORCE REDUCTION PLAN				PLAN APPROVAL NUMBERS			EMPLOYEES NOTICED			FINAL ACTIONS TAKEN				
Department	Plan Approved by DHR	Excep- tions to Order of Layoff	Target Effective Date	Employee Notice Date	No. of Permanent Employees Reduced	No. of Permanent Employees Laid off	No. of Temporary Employees Released	No. of Permanent Employees Reduced	No. of Permanent Employees Laid off	No. of Temporary Employees Released	No. of Permanent Employees Reduced	No. of Permanent Employees Laid off	No. of Temporary Employees Released	No. of Bilingual Employees** laid off or released
Public Defender	06/02/03	0	06/30/03 Cancelled	06/16/03 Cancelled	1	3	0	Cancelled	Cancelled	Cancelled	N/A	N/A	N/A	N/A
Health Services	06/15/03	32 (rev.) 308*	06/30/03	06/16/03	117	177	413	75	89	318	48	65	314	17
Parks & Recreation	06/09/03	0	06/30/03	06/16/03	2	14	16	2	13 (11 postponed until 8/31/03)	16 (14 postponed until 8/31/03)	2	1	1	0
Child Support Services	07/16/03	0	07/31/03	07/17/03	98	205	109 (Effective 06/30/03)	88	102	109 Noticed on 06/11/03	15	16	109	0
TOTAL		340			218	399	538	165	204	443	65	82	424	17

* Physician Specialists, MD, based on specialty and sub-specialty to meet patient care and public health needs
** Receiving bilingual bonus